



**Credo Consulting**  
*Building Healthy & Productive Teams*

## **Relationship Awareness and Deploying Your Strengths for Personal Success**

Personal and professional success depends more on our relational effectiveness than anything else. How much cooperation, effort, and help we get from others depends on how well we get along with them. Fortunately, all of us have a lot of control over how well we get along with other people.

Relational effectiveness hinges on personal awareness and insight into what drives other people. This program alerts participants to the core *Motivational Values Systems* (MVS) that drive people, give rise to their talents (and weaknesses), and trigger conflict with them.

With understanding of others' MVS and their own *Conflict Styles* (CS) in mind, participants will learn how to communicate, motivate, influence and work more effectively.

### **Major Course Objective**

Participants learn to identify, appreciate, and respond effectively to others so they can better navigate situations that require social and political savvy.

### **Instructional Methods**

Participants complete the *Strength Deployment Inventory* through an online portal prior to the classroom portion of the program.

The ratio of didactic instruction versus interactive/experiential is approximately 1/3. Didactic portions of the course are conducted in a highly conversational style and complemented with small groups exercises, discussions, case studies, and role plays

### **Competencies Developed**

- Conflict Management
- Creativity & Innovation
- Flexibility
- Leveraging Diversity
- Strategic Thinking
- Team Building
- Influencing and Negotiation